

UNITED STATES DISTRICT COURT  
SOUTHERN DISTRICT OF NEW YORK

Easter S. McLeod

**13 CV 6746**

(In the space above enter the full name(s) of the plaintiff(s).)

**COMPLAINT  
FOR EMPLOYMENT  
DISCRIMINATION**

-against-

① Dr. Alan R. Monse CEO Executive Office

④ Dan Dettmer Program Coordinator

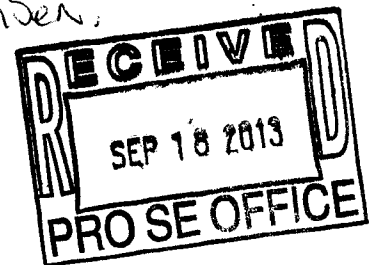
③ Malissa Farber Pensacola ID, Resources

② Goldie Derch Director Behavior Health Services

HUMAN Jury Trial: ☐ Yes ☐ No

(check one)

(In the space above enter the full name(s) of the defendant(s).  
If you cannot fit the names of all of the defendants in the space  
provided, please write "see attached" in the space above and  
attach an additional sheet of paper with the full list of names.  
Typically, the company or organization named in your charge  
to the Equal Employment Opportunity Commission should be  
named as a defendant. Addresses should not be included here.)



This action is brought for discrimination in employment pursuant to: (check only those that apply)

☒

Title VII of the Civil Rights Act of 1964, as codified, 42 U.S.C. §§ 2000e to 2000e-17 (race, color, gender, religion, national origin).

**NOTE:** In order to bring suit in federal district court under Title VII, you must first obtain a Notice of Right to Sue Letter from the Equal Employment Opportunity Commission.

☐

Age Discrimination in Employment Act of 1967, as codified, 29 U.S.C. §§ 621 - 634.

**NOTE:** In order to bring suit in federal district court under the Age Discrimination in Employment Act, you must first file a charge with the Equal Employment Opportunity Commission.

☐

Americans with Disabilities Act of 1990, as codified, 42 U.S.C. §§ 12112 - 12117.

**NOTE:** In order to bring suit in federal district court under the Americans with Disabilities Act, you must first obtain a Notice of Right to Sue Letter from the Equal Employment Opportunity Commission.

☐

New York State Human Rights Law, N.Y. Exec. Law §§ 290 to 297 (age, race, creed, color, national origin, sexual orientation, military status, sex, disability, predisposing genetic characteristics, marital status).

☐

New York City Human Rights Law, N.Y. City Admin. Code §§ 8-101 to 131 (actual or perceived age, race, creed, color, national origin, gender, disability, marital status, partnership status, sexual orientation, alienage, citizenship status).

**I. Parties in this complaint:**

- A. List your name, address and telephone number. Do the same for any additional plaintiffs named. Attach additional sheets of paper as necessary.

Plaintiff Name Easter S. Myleed  
 Street Address 303-305E. 135th St.  
 County, City Brooklyn  
 State & Zip Code N.Y. 10454 695-5376  
 Telephone Number 347-862-2837 347-862-2837

- B. List all defendants' names and the address where each defendant may be served. Make sure that the defendant(s) listed below are identical to those contained in the above caption. Attach additional sheets of paper as necessary.

Defendant Name Melissa Farber  
 Street Address 15 W. 65th St.  
 County, City Manhattan  
 State & Zip Code N.Y. 10023-6601  
 Telephone Number 212-769-6200

- C. The address at which I sought employment or was employed by the defendant(s) is:

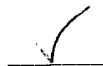
Employer Goldie Densch  
 Street Address 15 W. 65th St.  
 County, City Manhattan  
 State & Zip Code N.Y. 10023-6601  
 Telephone Number 212-769-6200

**II. Statement of Claim:**

State as briefly as possible the facts of your case, including relevant dates and events. Describe how you were discriminated against. If you are pursuing claims under other federal or state statutes, you should include facts to support those claims. You may wish to include further details such as the names of other persons involved in the events giving rise to your claims. Do not cite any cases. If you intend to allege a number of related claims, number and set forth each claim in a separate paragraph. Attach additional sheets of paper as necessary.

- A. The discriminatory conduct of which I complain in this action includes: *(check only those that apply)*

☐ Failure to hire me.  
☐ Termination of my employment.  
☐ Failure to promote me.  
☐ Failure to accommodate my disability.  
☒ Unequal terms and conditions of my employment.



Retaliation.

Other acts (specify): Sexual Harassment

**Note:** Only those grounds raised in the charge filed with the Equal Employment Opportunity Commission can be considered by the federal district court under the federal employment discrimination statutes.

B. It is my best recollection that the alleged discriminatory acts occurred on: within the last 8 yrs.  
Date(s)

C. I believe that defendant(s) (check one):



is still committing these acts against me.

☐ is not still committing these acts against me.

D. Defendant(s) discriminated against me based on my (check only those that apply and explain):



race



color

Afro American

gender/sex



religion



national origin



age.

My date of birth is 11/22/61 (Give your date of birth only if you are asserting a claim of age discrimination.)



disability or perceived disability,

back injury on job. (specify)

E. The facts of my case are as follow (attach additional sheets as necessary):

Mr. Don Dettmer Sexual Harassment, Inappropriate Comments  
1) let me find out you have another job. Suggestive manner  
I was a prostitute / whore 2) you showed me your ASS for  
points. 3) Easter likes a lot of juice as her sausage.  
Witnessed

**Note:** As additional support for the facts of your claim, you may attach to this complaint a copy of your charge filed with the Equal Employment Opportunity Commission, the New York State Division of Human Rights or the New York City Commission on Human Rights.

### III. Exhaustion of Federal Administrative Remedies:

A. It is my best recollection that I filed a charge with the Equal Employment Opportunity Commission or my Equal Employment Opportunity counselor regarding defendant's alleged discriminatory conduct on: In March (Date)

B. The Equal Employment Opportunity Commission (*check one*):

  /   has not issued a Notice of Right to Sue letter.  
  /   issued a Notice of Right to Sue letter, which I received on 6/26/13 (Date).

*Note: Attach a copy of the Notice of Right to Sue letter from the Equal Employment Opportunity Commission to this complaint.*

C. Only litigants alleging age discrimination must answer this Question.

Since filing my charge of age discrimination with the Equal Employment Opportunity Commission regarding defendant's alleged discriminatory conduct (*check one*):

  /   60 days or more have elapsed.  
  ✓   less than 60 days have elapsed.

#### IV. Relief:

WHEREFORE, plaintiff prays that the Court grant such relief as may be appropriate, including injunctive orders, damages, and costs, as follows:

Justification Compasated for mental + physical. emotional  
Money for time out law suit (Money for damages  
*(Describe relief sought, including amount of damages, if any, and the basis for such relief.)* FOR 8 YEARS.

I declare under penalty of perjury that the foregoing is true and correct.

Signed this 18 day of September 2013.

Signature of Plaintiff

Address

Anthony M. G. L. L.  
303-305 E. 135th St.  
Bx. NY. 10454 #13-D

Telephone Number

Fax Number (*if you have one*)

4-347-862-2837 4-347-695-5376

## U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION

## DISMISSAL AND NOTICE OF RIGHTS

To: **Easter McLeod**  
**303-305 East 135 Street**  
**Apt. 13-D**  
**Bronx, NY 10454**

From: **New York District Office**  
**33 Whitehall Street**  
**5th Floor**  
**New York, NY 10004**



On behalf of person(s) aggrieved whose identity is  
 CONFIDENTIAL (29 CFR §1601.7(a))

EEOC Charge No.

EEOC Representative

Telephone No.

520-2013-00572

**Amon L. Kinsey, Jr.,**  
**Investigator**

(212) 336-3680

## THE EEOC IS CLOSING ITS FILE ON THIS CHARGE FOR THE FOLLOWING REASON:



The facts alleged in the charge fail to state a claim under any of the statutes enforced by the EEOC.



Your allegations did not involve a disability as defined by the Americans With Disabilities Act.



The Respondent employs less than the required number of employees or is not otherwise covered by the statutes.



Your charge was not timely filed with EEOC; in other words, you waited too long after the date(s) of the alleged discrimination to file your charge



The EEOC issues the following determination: Based upon its investigation, the EEOC is unable to conclude that the information obtained establishes violations of the statutes. This does not certify that the respondent is in compliance with the statutes. No finding is made as to any other issues that might be construed as having been raised by this charge.



The EEOC has adopted the findings of the state or local fair employment practices agency that investigated this charge.



Other (briefly state)

## - NOTICE OF SUIT RIGHTS -

(See the additional information attached to this form.)

**Title VII, the Americans with Disabilities Act, the Genetic Information Nondiscrimination Act, or the Age Discrimination in Employment Act:** This will be the only notice of dismissal and of your right to sue that we will send you. You may file a lawsuit against the respondent(s) under federal law based on this charge in federal or state court. Your lawsuit **must be filed WITHIN 90 DAYS** of your receipt of this notice; or your right to sue based on this charge will be lost. (The time limit for filing suit based on a claim under state law may be different.)

**Equal Pay Act (EPA):** EPA suits must be filed in federal or state court within 2 years (3 years for willful violations) of the alleged EPA underpayment. This means that **backpay due for any violations that occurred more than 2 years (3 years) before you file suit may not be collectible.**

On behalf of the Commission

*Kevin J. Berry*  
 Kevin J. Berry,  
 District Director

*6/26/13*  
 (Date Mailed)

Enclosures(s)

cc: **Director of Human Resources**  
**JEWISH GUILD FOR THE BLIND**  
**15 W. 65th Street**  
**New York, NY 10023**



**U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION**  
**New York District Office**

33 Whitehall Street, 5<sup>th</sup> Floor  
New York, NY 10004-2112  
(212) 336-3620  
TTY (212) 336-3622

Easter McLeod  
303-305 East 135<sup>th</sup> Street, Apt. 13D  
Bronx, New York 10454

Re: *EEOC Charge No.520-2013-00572*  
*McLeod v. Jewish Guild for the Blind*

Dear Mr. McLeod:

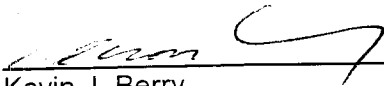
The Equal Employment Opportunity Commission (hereinafter referred to as the "Commission"), has reviewed the above-referenced charge according to our charge prioritization procedures. The procedures, which are based on a reallocation of the Commission's staff resources, apply to all open charges in our inventory and call for us to focus our limited resources on those cases that are most likely to result in findings of violations of the laws we enforce.

In accordance with these procedures, we have evaluated your charge based upon information and evidence you submitted, and have determined that further investigation will unlikely result in a determination that respondents violated one of the federal laws enforced by the Commission. Therefore, your charge will be dismissed.

Attached is your Dismissal and Notice of Rights. If you want to pursue this matter further in federal court, your lawsuit must be filed within 90 days of your receipt of the Notice.

Please contact Investigator Amon Kinsey at (212) 336-3680 if you have any questions.

Sincerely,

 for  
Kevin J. Berry  
District Director

6/26/13  
Date

3/5/13

## Things That's Been Going On On The 9th Floor

- 1) Mr. Dettmer has been going into Room 903 for hours at a time & the person has been going into his office for the last 6 years back & forward.
- 2) Does favors for certain staff.
  - 1) let them leave early & let them leave without taking their lunch.
  - 2) Let staff will be on vacation at the same time.
- 3) When vacation time come at least 4 years old a how he would give P.F. that I have seniority given, he would purposely give them my time.
- 4) For a while some time when I came into work, when I see him I would get this uncomfortable feeling.
- 5) One of the staff (unintentional) would sleeping groups office, while waiting for the clients to go home & in classrooms with clients that had seizures. ~~Nothing~~ Nothing was said about that.
- 6) Not but not the least we had a party for one of the staff members, I asked him to pray over the food he replied I forgot how to pray.

This is a person who said he was studying to be a "PREIST".

Christy McLeod



Heritend 3/4/13

This is when it all began (within the last "8"

years

- 1) When my uncle passed away Mr. Dettmer asked me if I could come in from my uncle funeral. I just looked at him I didn't respond. 2005
- 2) When my sister came in from Oklahoma City Mr. Dettmer made a comment saying let me find out you have another job I had changed clothes was going to a party on the boat.
- 3) When Rikendale Lunsomess was coming in the door from off the elevator. I thought he was going to pick up the bin but he didn't he held the door while I picked up the bin. He held the door open and made a remark: Are you trying to show me you're as for parts. This is when it all started.
- 4) One of the staff members had made a soup some time back & I had went to Room 903 to get more that next morning Mr. Dettmer was coming down the hallway saying Easter likes a lotta juice on her sausage. I was standing in the doorway of 906 talking to P.A. We both looked at each other in shock! (It was soup)
- 5) While giving out checks I'm coming out of Room 909 Mr. Dettmer says to me when you make your money I just looked at him then he says Friday or Saturday then he says you probably work the whole weekend, how much money do you make per night what is your



13 YOUR BEST NIGHT. DIDNT ANSWER THEN I WENT  
ING TOWARDS THE LOCKER ROOM HE SAYS OH EASTER  
I SEE YOU HAVE ON YOUR GO GO BOOTS. THEN  
HE SAYS WHY DONT YOU STAND UP TO ME. NEVERANS  
WENED TO HIS COMMENT. (OVERLY SHOCKED AGAIN)  
6) EVERY TIME HE SAW ME WITH COWBOY BOOTS ON  
HE USE TO ALWAYS MAKE COMMENTS, WHAT HORSE  
YOU GONNA RIDE TODAY.

7) HE COMES INTO THE MEN ROOM WHILE I AM IN THE  
MENS ROOM WITH ONE OF THE CLIENTS AT LEAST 12  
TIMES DURING THE COURSE OF THE YEARS. AT ONE TIME  
IT WAS A MALE STAFF IN THE MENS ROOM AND THAT  
PERSON SAID EASTER IS HERE HE SAW ME BUT  
HE JUST CAME IN ANYWAY.

8) THREW MY FOOD OUT (SEA FOOD STUR FRY I  
MADE. (ON PURPOSE) CAME IN ROOM 909 AND  
SAID ARE YOU SAPOSE TO CLEAN THE REFRIGERATOR.  
I SAID YES CAME IN ROOM TO SHOW ME HE HAD  
TOOK A PICTURE OF THE MILK ON HIS CELL PHONE.  
REFRIGERATORS WAS AT THE TIME CLEANED OUT ON  
FRIDAY HE THREW MY FOOD OUT THAT THURSDAY.

9) WHEN MR. RAMPUDY COVERED ROOM STAFF MEM-  
BER FROM NEXT ROOM WAS KEEPING AN EYE ON ROOM.  
WHILE I WAS HEATING UP CLIENTS LUNCH. MR RAMPUDY  
HAD TOLD HIM THAT THE ROOM WAS UNATTENDED  
HE WROTE ME UP FOR THAT AT THAT WASNT TRUE.  
10) PULLED MUSCLE IN MY LOWER BACK FROM LIFTING  
A CONSUMER. WAS OUT FOR QUITE SOME TIME  
OUT OFF WITH "DOCTORS NOTES" HE WROTE ME  
UP 3 TIMES.

- 11) When staff & myself was working in Room 909 he had data book open he just started talking and not making any sense. He started talking about the time when they closed Vashers Center. You will still have your job but someone else would lose theirs. (Didn't understand what that was about. At that point he said, when he's stressed out that the staff will feel it to. (In my mind I said to myself only certain staff.
- 12) The time in 2010 I wanted to go see my Uncle in Florida I called and left messages on his phone about 15 times. In regarding me making a trip. I had vacation in April. he said to me go around and ask staff did they have that time. I had security over staff that he had gave that time to. My Uncle is still sick (very) to this day. That really did hurt .....
- 13) I knew that he would give them vacation over me (At least for 4 years in a row).
- 14) I've heard him several times in a rage up to the hallways while consumers were in hallway cursing very loud.
- 15) Some staff he would let them leave early for appointments and so on ....
- 16) At one time we were busing, bring down consumers to get on the bus he says to the mother: You better let these mother fuckers know who the fuck I am. I could not believe the profanity.

(7) After busing he was talking to two staff members; he said their Idiots [I don't know who he was talking about this was said to two other staff members & then he says I called them that because I can get away with it.

(8) "This went on for about three years."

He use to call out my name EASTER. Real loud in the hallway when even he swore he does that to the people he caters to but he knew eventually I wasn't going to fall in that category. Then shortly after he started harassing me all over again.

(9) The reason I took so long to try to report this is because some people were saying you have to have proof. In my mind I was saying so I'm exposed to except this type of treatment, (That's unacceptable) & UNPROFESSIONAL.

(10) Called me in office a day after he was out and Ram-pudy had on the board all staff 1/2 hour lunch then at some point she changed it. He called me in his office and says you're walking on thin ice.

(11) At another time he came in the room pointed to the DATA sheets & said this is your pay check & walked out. (Puzzled) What was that about.

(12) Most of the time he is in a rage, very, very uncomfortable seeing him at any given time. I always did what I needed to do as far as work is concerned but he would always have something to say no matter what all of a sudden.

(13) Often wondered why he was switching me to different program rooms 4 times the only P.N.

- 22) First he switched me from 906 to 933 for 3 years then switched me AGAIN to 909 for 3 years then switched me back to 906. My thoughts was this man doesn't want me happy in the rooms I was working in. I have a lot of consumers on the floor that has become attached to me in a motherly type of way, I believe in my heart he does not like it.
- 23) The day before I was leaving (a flight) to catch a plane to go see my uncle in Florida. I asked Mr. Setman could I leave at 3:00 after busing he said I'll see what I could do & the next day I called him & he said I told you I could see what I can do & at the last minute he had me doing busing (P.M.) on purpose I was very upset I could have missed my flight. I started crying, I was so hurt. Then he says the program doesn't run on my time. If it was one of his people he likes it wouldn't have been a problem.
- 24) While having a meeting one of the consumers that's no longer here now that was in a wheel-chain. I mentioned in the meeting I was starting to have back problems (lower) & was hooked what I said.
- 25) One of the staff members was coming down the hallway with the consumer (male) Mr. Setman held the consumer from & helped the male staff down the hallway to F.

26) I was shocked because I remember the same consumer was slowly going down & Mr. Dettmer was behind me & all he did was put his hand on the trail bar which I needed him to help me into the room with the consumer. Very unhelpful. (6)

27) I remember one of the consumers in Room 932 we use to go out for lunch on Thursday's for quite some time on my lunch break. All of a sudden he said no more taking out consumers the consumer was very upset & disappointed.

28) On the overall I want him to stop harassing me mentally & spiritually & inappropriately.

Mental, Verbal, Emotional  
Distress

Curtis J. McDowell

**1199SEIU**  
United Healthcare Workers East

**Collective Bargaining Agreement**  
**Between**  
**The Jewish Guild for the Blind**  
**And**

**SEIU United Healthcare Workers East**

**January 1, 2011— December 31, 2015**



ARTICLE V

NON-DISCRIMINATION; SEXUAL HARASSMENT

It is agreed that The Guild and the Union will not discriminate against any employee on the basis of race, color, religion, age, Union activities, national origin, sex, physical or mental disability, political belief, citizenship status, marital status, sexual or affectional preference, nor in any other manner prohibited by applicable law.

It is The Guild's policy to maintain a workplace free from sexual harassment. Sexual harassment, which will not be tolerated, includes unwelcome sexual advances, requests for sexual favors, and other verbal or physical conduct of a sexual nature when:

- (1) submission to such conduct is made a term or condition of an individual's employment or continuing employment;
- (2) submission to, or rejection of, the conduct is used as a basis for employment decisions affecting the individual; or
- (3) the conduct has the purpose or effect of unreasonably interfering with an individual's work performance or creating an intimidating, hostile or offensive work environment.

Any employee who feels that she or he is a victim of sexual harassment should immediately report the matter to the Vice President – Human Resources or his/her designee. Violations of the sexual harassment policy may result in discipline up to and including discharge.



9/18/13  
Mr. Peltner Program Director

Sexually Harassment In-  
Appropriate Comments.

- 1) Let me find out you have another job. (Suggestive MANNER I WAS A prostitute / whore.
- 2) You showing me your ass for points.
- 3) Easter likes a lotta juice on her sausage. (Witness)
- 4) When do you make your money, Fridays & Saturday. You probably work the whole weekend.
- 5) How much do you make per night? When is your best night.
- 6) I see you have on your go go boots.
- 7) What horse are you riding on today. Sexual Statement.
- 8) Continusley enters the Mens Room while I have male call - women in bathroom. (Clients) AND Male Treatment Coordinator in bathroom, said out loud Easter in here (Knowledge & Notification)

### WAWING

- 1) Dismiss complaints of Medical issues.
- 2) Refused Assistance with consumer
- 3) Refused Denied Right to Consumer on my lunch break to go out for lunch. As Community Inclusion.
- 4) Refused Authorization with timely notice to be dismissed early due to urgency
- 3) Refused the right to Consumers Relations. For about 2 years myself & client once a week we would go out for lunch. A number of consumers I have a close bond with Mr. Detten didn't want and wouldn't let me 1) Build Rapport 2) Bond 3) Connect 4) Affiliation 5) Associate for a betterment of Consumers Relationship & care.

### RETALIATION

- 1) Denied me vacations times requested Disregarded Seniority.
  - 2) Demand I came to work during Bereavement / mourning.
  - 3) Intentionally with malice to -
- D

- posed of my lunch & food on day before CLEANING ASSIGNED to me on Friday's outgo.
- 4) While "Chiusinen" in my room covering window me up, complained for being unattended when N.R. WAS IN ROOM.
  - 5) MR. Dettmer is hostile and witness telling me without burst that I will still have my job.
  - 6) Intentional switching me to different Program Rooms.
  - 7) Threaten me I'm walking on thin ice.

Case 1:13-cv-00746-GHW Document 2 Filed 09/18/13 Page 19 of 20  
Company Building They all work in the same Building  
CAN be Contacted By Human Resources.  
Melissa Farber-212-769-6200  
6200

1. DR. ALAN R. MORSE

(CEO EXECUTIVE OFFICE)

2. GOLDIE DERSH

(VIP) ( BEHAVIORIAL HEALTH SERVICES

(PSYCHIATRIC CLINIC)

3.MELISSA FARBER

(VIP ) HUMAN RESOURCES

4. DONALD DETTMER

(PROGRAM COORDINATOR)

